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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Shirley F. Ebbesen                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2005-2491  
Revision No.: 7  
Date Of Revision: 10/29/2009

States: Georgia, Tennessee

Area: Georgia Counties of Catoosa, Dade, Walker  
Tennessee Counties of Bledsoe, Bradley, Coffee, Franklin, Grundy, Hamilton,  
Marion, McMinn, Meigs, Polk, Rhea, Sequatchie, Van Buren

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.60
01012 - Accounting Clerk II		15.10
01013 - Accounting Clerk III		15.83
01020 - Administrative Assistant		16.77
01040 - Court Reporter		13.86
01051 - Data Entry Operator I		11.88
01052 - Data Entry Operator II		12.97
01060 - Dispatcher, Motor Vehicle		17.27
01070 - Document Preparation Clerk		12.05
01090 - Duplicating Machine Operator		12.05
01111 - General Clerk I		11.12
01112 - General Clerk II		12.81
01113 - General Clerk III		13.61
01120 - Housing Referral Assistant		15.45
01141 - Messenger Courier		10.02
01191 - Order Clerk I		11.53
01192 - Order Clerk II		12.39
01261 - Personnel Assistant (Employment) I		12.60
01262 - Personnel Assistant (Employment) II		14.57
01263 - Personnel Assistant (Employment) III		15.86
01270 - Production Control Clerk		17.57
01280 - Receptionist		11.16
01290 - Rental Clerk		11.13
01300 - Scheduler, Maintenance		12.39
01311 - Secretary I		12.39
01312 - Secretary II		13.86
01313 - Secretary III		15.45
01320 - Service Order Dispatcher		13.58
01410 - Supply Technician		16.77
01420 - Survey Worker		13.76
01531 - Travel Clerk I		10.64
01532 - Travel Clerk II		11.26
01533 - Travel Clerk III		12.01
01611 - Word Processor I		13.83
01612 - Word Processor II		15.53
01613 - Word Processor III		17.37
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.79

05010 - Automotive Electrician	18.03
05040 - Automotive Glass Installer	17.15
05070 - Automotive Worker	17.15
05110 - Mobile Equipment Servicer	15.38
05130 - Motor Equipment Metal Mechanic	18.87
05160 - Motor Equipment Metal Worker	17.15
05190 - Motor Vehicle Mechanic	17.44
05220 - Motor Vehicle Mechanic Helper	14.45
05250 - Motor Vehicle Upholstery Worker	16.26
05280 - Motor Vehicle Wrecker	17.15
05310 - Painter, Automotive	18.03
05340 - Radiator Repair Specialist	17.15
05370 - Tire Repairer	11.58
05400 - Transmission Repair Specialist	17.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.87
07041 - Cook I	8.49
07042 - Cook II	9.47
07070 - Dishwasher	7.64
07130 - Food Service Worker	8.04
07210 - Meat Cutter	12.36
07260 - Waiter/Waitress	8.08
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.81
09040 - Furniture Handler	10.39
09080 - Furniture Refinisher	15.01
09090 - Furniture Refinisher Helper	12.16
09110 - Furniture Repairer, Minor	13.60
09130 - Upholsterer	14.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.90
11060 - Elevator Operator	9.26
11090 - Gardener	10.92
11122 - Housekeeping Aide	9.26
11150 - Janitor	9.26
11210 - Laborer, Grounds Maintenance	9.88
11240 - Maid or Houseman	7.93
11260 - Pruner	8.88
11270 - Tractor Operator	10.28
11330 - Trail Maintenance Worker	9.88
11360 - Window Cleaner	10.22
12000 - Health Occupations	
12010 - Ambulance Driver	14.30
12011 - Breath Alcohol Technician	14.80
12012 - Certified Occupational Therapist Assistant	23.70
12015 - Certified Physical Therapist Assistant	23.70
12020 - Dental Assistant	14.93
12025 - Dental Hygienist	25.61
12030 - EKG Technician	21.96
12035 - Electroneurodiagnostic Technologist	21.96
12040 - Emergency Medical Technician	14.30
12071 - Licensed Practical Nurse I	13.69
12072 - Licensed Practical Nurse II	15.31
12073 - Licensed Practical Nurse III	17.08
12100 - Medical Assistant	12.67
12130 - Medical Laboratory Technician	16.08
12160 - Medical Record Clerk	11.64
12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	15.49
12210 - Nuclear Medicine Technologist	32.54



12221 - Nursing Assistant I	10.24
12222 - Nursing Assistant II	11.51
12223 - Nursing Assistant III	12.56
12224 - Nursing Assistant IV	14.10
12235 - Optical Dispenser	16.37
12236 - Optical Technician	13.69
12250 - Pharmacy Technician	12.94
12280 - Phlebotomist	14.10
12305 - Radiologic Technologist	24.24
12311 - Registered Nurse I	20.15
12312 - Registered Nurse II	24.66
12313 - Registered Nurse II, Specialist	24.66
12314 - Registered Nurse III	29.84
12315 - Registered Nurse III, Anesthetist	29.84
12316 - Registered Nurse IV	35.75
12317 - Scheduler (Drug and Alcohol Testing)	18.97
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.52
13012 - Exhibits Specialist II	19.23
13013 - Exhibits Specialist III	23.53
13041 - Illustrator I	15.52
13042 - Illustrator II	19.23
13043 - Illustrator III	23.53
13047 - Librarian	21.31
13050 - Library Aide/Clerk	11.55
13054 - Library Information Technology Systems Administrator	19.23
13058 - Library Technician	14.21
13061 - Media Specialist I	14.72
13062 - Media Specialist II	16.47
13063 - Media Specialist III	18.37
13071 - Photographer I	12.26
13072 - Photographer II	13.71
13073 - Photographer III	15.02
13074 - Photographer IV	20.19
13075 - Photographer V	24.44
13110 - Video Teleconference Technician	13.88
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.37
14042 - Computer Operator II	18.05
14043 - Computer Operator III	20.10
14044 - Computer Operator IV	21.52
14045 - Computer Operator V	22.91
14071 - Computer Programmer I	(see 1) 18.52
14072 - Computer Programmer II	(see 1) 23.16
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	14.37
14160 - Personal Computer Support Technician	26.20
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.38
15020 - Aircrew Training Devices Instructor (Rated)	36.75
15030 - Air Crew Training Devices Instructor (Pilot)	38.97
15050 - Computer Based Training Specialist / Instructor	30.38
15060 - Educational Technologist	25.93
15070 - Flight Instructor (Pilot)	38.97
15080 - Graphic Artist	20.15

15090 - Technical Instructor	17.11
15095 - Technical Instructor/Course Developer	22.62
15110 - Test Proctor	13.81
15120 - Tutor	13.81
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.95
16030 - Counter Attendant	7.95
16040 - Dry Cleaner	9.98
16070 - Finisher, Flatwork, Machine	7.95
16090 - Presser, Hand	7.95
16110 - Presser, Machine, Drycleaning	7.95
16130 - Presser, Machine, Shirts	7.95
16160 - Presser, Machine, Wearing Apparel, Laundry	7.95
16190 - Sewing Machine Operator	10.60
16220 - Tailor	11.16
16250 - Washer, Machine	8.61
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	14.36
19040 - Tool And Die Maker	17.13
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.26
21030 - Material Coordinator	17.57
21040 - Material Expediter	17.57
21050 - Material Handling Laborer	10.55
21071 - Order Filler	11.03
21080 - Production Line Worker (Food Processing)	12.26
21110 - Shipping Packer	12.59
21130 - Shipping/Receiving Clerk	12.59
21140 - Store Worker I	11.24
21150 - Stock Clerk	15.20
21210 - Tools And Parts Attendant	12.26
21410 - Warehouse Specialist	12.26
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.76
23021 - Aircraft Mechanic I	20.83
23022 - Aircraft Mechanic II	21.87
23023 - Aircraft Mechanic III	22.97
23040 - Aircraft Mechanic Helper	15.66
23050 - Aircraft, Painter	18.79
23060 - Aircraft Servicer	17.64
23080 - Aircraft Worker	18.60
23110 - Appliance Mechanic	17.04
23120 - Bicycle Repairer	11.38
23125 - Cable Splicer	22.52
23130 - Carpenter, Maintenance	16.23
23140 - Carpet Layer	18.95
23160 - Electrician, Maintenance	21.15
23181 - Electronics Technician Maintenance I	20.88
23182 - Electronics Technician Maintenance II	24.07
23183 - Electronics Technician Maintenance III	27.10
23260 - Fabric Worker	17.95
23290 - Fire Alarm System Mechanic	20.36
23310 - Fire Extinguisher Repairer	18.29
23311 - Fuel Distribution System Mechanic	20.36
23312 - Fuel Distribution System Operator	16.60
23370 - General Maintenance Worker	15.72
23380 - Ground Support Equipment Mechanic	20.83
23381 - Ground Support Equipment Servicer	17.64
23382 - Ground Support Equipment Worker	18.60
23391 - Gunsmith I	18.29



23392 - Gunsmith II	18.95
23393 - Gunsmith III	20.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.59
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.06
23430 - Heavy Equipment Mechanic	17.51
23440 - Heavy Equipment Operator	16.32
23460 - Instrument Mechanic	20.83
23465 - Laboratory/Shelter Mechanic	19.91
23470 - Laborer	10.55
23510 - Locksmith	19.91
23530 - Machinery Maintenance Mechanic	16.62
23550 - Machinist, Maintenance	18.07
23580 - Maintenance Trades Helper	11.49
23591 - Metrology Technician I	20.83
23592 - Metrology Technician II	21.87
23593 - Metrology Technician III	22.78
23640 - Millwright	19.73
23710 - Office Appliance Repairer	17.82
23760 - Painter, Maintenance	14.75
23790 - Pipefitter, Maintenance	19.78
23810 - Plumber, Maintenance	18.90
23820 - Pneudraulic Systems Mechanic	20.83
23850 - Rigger	20.83
23870 - Scale Mechanic	18.95
23890 - Sheet-Metal Worker, Maintenance	17.33
23910 - Small Engine Mechanic	18.95
23931 - Telecommunications Mechanic I	19.71
23932 - Telecommunications Mechanic II	20.64
23950 - Telephone Lineman	19.25
23960 - Welder, Combination, Maintenance	16.66
23965 - Well Driller	20.83
23970 - Woodcraft Worker	20.83
23980 - Woodworker	14.45
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.56
24580 - Child Care Center Clerk	13.19
24610 - Chore Aide	8.24
24620 - Family Readiness And Support Services Coordinator	13.24
24630 - Homemaker	16.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.83
25040 - Sewage Plant Operator	15.71
25070 - Stationary Engineer	20.83
25190 - Ventilation Equipment Tender	14.44
25210 - Water Treatment Plant Operator	15.71
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.60
27007 - Baggage Inspector	11.78
27008 - Corrections Officer	15.43
27010 - Court Security Officer	17.00
27030 - Detection Dog Handler	14.00
27040 - Detention Officer	15.43
27070 - Firefighter	17.01
27101 - Guard I	11.78
27102 - Guard II	14.00
27131 - Police Officer I	16.62
27132 - Police Officer II	18.46

28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.40
28042 - Carnival Equipment Repairer	11.21
28043 - Carnival Equipment Worker	8.35
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	12.14
28515 - Recreation Specialist	16.12
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	17.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.73
29020 - Hatch Tender	19.73
29030 - Line Handler	19.73
29041 - Stevedore I	18.75
29042 - Stevedore II	20.78
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.24
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	26.69
30021 - Archeological Technician I	15.84
30022 - Archeological Technician II	16.27
30023 - Archeological Technician III	20.56
30030 - Cartographic Technician	20.56
30040 - Civil Engineering Technician	19.82
30061 - Drafter/CAD Operator I	16.68
30062 - Drafter/CAD Operator II	16.67
30063 - Drafter/CAD Operator III	20.11
30064 - Drafter/CAD Operator IV	22.78
30081 - Engineering Technician I	14.73
30082 - Engineering Technician II	18.11
30083 - Engineering Technician III	18.49
30084 - Engineering Technician IV	22.91
30085 - Engineering Technician V	28.03
30086 - Engineering Technician VI	33.91
30090 - Environmental Technician	20.56
30210 - Laboratory Technician	16.60
30240 - Mathematical Technician	20.56
30361 - Paralegal/Legal Assistant I	17.35
30362 - Paralegal/Legal Assistant II	20.93
30363 - Paralegal/Legal Assistant III	23.74
30364 - Paralegal/Legal Assistant IV	31.00
30390 - Photo-Optics Technician	20.56
30461 - Technical Writer I	20.39
30462 - Technical Writer II	24.94
30463 - Technical Writer III	30.18
30491 - Unexploded Ordnance (UXO) Technician I	22.34
30492 - Unexploded Ordnance (UXO) Technician II	27.03
30493 - Unexploded Ordnance (UXO) Technician III	32.40
30494 - Unexploded (UXO) Safety Escort	22.34
30495 - Unexploded (UXO) Sweep Personnel	22.34
30620 - Weather Observer, Combined Upper Air Or (see 2)	20.11
Surface Programs	
30621 - Weather Observer, Senior (see 2)	21.78
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.07
31030 - Bus Driver	14.69
31043 - Driver Courier	13.35
31260 - Parking and Lot Attendant	9.07



31290 - Shuttle Bus Driver	13.35
31310 - Taxi Driver	9.63
31361 - Truckdriver, Light	13.35
31362 - Truckdriver, Medium	15.12
31363 - Truckdriver, Heavy	18.50
31364 - Truckdriver, Tractor-Trailer	18.50
99000 - Miscellaneous Occupations	
99030 - Cashier	7.85
99050 - Desk Clerk	9.60
99095 - Embalmer	21.31
99251 - Laboratory Animal Caretaker I	10.35
99252 - Laboratory Animal Caretaker II	10.87
99310 - Mortician	19.71
99410 - Pest Controller	13.66
99510 - Photofinishing Worker	12.96
99710 - Recycling Laborer	13.10
99711 - Recycling Specialist	15.37
99730 - Refuse Collector	11.84
99810 - Sales Clerk	12.46
99820 - School Crossing Guard	12.28
99830 - Survey Party Chief	(see 3) 16.59
99831 - Surveying Aide	10.87
99832 - Surveying Technician	14.88
99840 - Vending Machine Attendant	12.33
99841 - Vending Machine Repairer	14.64
99842 - Vending Machine Repairer Helper	12.35

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.35 per hour or \$134.00 per week or \$580.66 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not



list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour. Conformance may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

3) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

\*\* UNIFORM ALLOWANCE \*\*



If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall



be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.